

# Modesta Lebsack

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## TECHNICAL SKILLS

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### Talent

Sourcing • Employer Branding • Onboarding • Recruitment

### Operations

Payroll Coordination • Benefits Administration • HRIS (Workday/BambooHR)

### People Practices

Succession Planning

### Compliance

Workplace Investigations • Employment Law • Diversity & Inclusion

## PROFILE

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HR Manager with a track record building high-impact solutions and improving retention.

## EMPLOYMENT HISTORY

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### People Operations Manager — Block - Ryan (2018-09-27 - 2025-02-23)

- Implemented a performance review program which improved engagement scores by 17 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 65 roles across EMEA/US, reducing time-to-hire by 36%.
- Rolled out benefits and L&D programs that increased retention in key teams by 13%.

### People Operations Manager — Ziemann - Lang (2019-02-02 - 2019-12-05)

- Led recruitment for 35 roles across EMEA/US, reducing time-to-hire by 17%.
- Managed complex employee relations issues and maintained compliance with local employment law.

## PROJECTS

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**aperte corona** - Profit-focused client-driven benchmark <https://linear-plumber.com/>

**carbo civitas damno** - Devolved contextually-based neural-net

## ACADEMIC BACKGROUND

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MSc Human Resource Management, Rath, Marks and Littel Institute (2020)